

THE ESGR AM

Volume 10, Number 2

Published in the interest of improved employer support

June-July 1997

State chairs chart ESGR future during conference

Forty-seven state chairs joined forces in Jacksonville, Fla., to chart the future of ESGR. The chairs developed state committee plans and received briefings on the strategic plan and NCESGR's reorganization, Page 4.

National Ombudsman Chalaire retires

After 21 years of military service and piloting the Ombudsman Directorate for three years, Col. Jim Chalaire bid farewell to the Air Force, Page 3.

Two state chairs earn recognition

Michigan Chair Lucius Theus joined the ranks in the Michigan Aviation Hall of Fame, Page 6; Louisiana Chair Brian Jakes was recognized by the New Orleans Chamber of Commerce as a veterans' advocate, Page 7.

**STRENGTH IN
PARTNERSHIP**

NCESGR reenacts real-life rescue as theme for '97 public service announcement

Story and photos by Capt. Hunt W. Kerrigan
Media Relations Officer

Two National Guard helicopters are flying at dawn, racing past snow-capped mountain peaks. A pilot flips on his night vision goggles. Below, an elderly woman, alone, frightened and dangerously close to freezing to death, tries to keep warm in her dark snow-bound cabin.

The Huey's spotlights comb the ground, flashing, looking for the cabin. In the midst of blowing snow and poor visibility, they find it. The Hueys quickly land. Two soldiers jump out and rush to the cabin. They enter, and immediately put a blanket on the woman, light a lantern and give her hot food. They save her life.

This isn't a CNN rescue story; it is the 1997 ESGR Public Service Announcement making its television debut across the United States.

The narration of this PSA is just as hard-hitting and effective: "On January 8th, Amie Navarro was saved from freezing to death by the National Guard. If it were not for their employers giving them the time off to answer the call, this story may have had a different ending. To every employer who supports the National Guard and Reserve, thanks for making us your business."

Recognizing and thanking employers for their sacrifices is the new theme for this year's PSAs. "After extensive research and countless interviews with employers, it became clear that employers need to be acknowledged and thanked for the critical part they play in our nation's defense," said Ron Friedman, executive vice president, Warick, Baker and O'Neill (NCESGR's new

volunteer advertising agency.) "This is the first time we have ever had a military client," he said. "We were excited to see what would develop."

In a New York office building, while thinking how to incorporate this new theme into 30- and 15-second TV spots, Keith Mastandra, senior art director, came across a newspaper rescue story highlighting the National Guard saving a blizzard victim from freezing to death. "It just clicked," he said. "I knew this story would work for the PSA."

The new theme for the PSA was coined in the phrase: 'Thanks for making us your business.' This theme and campaign strategy were approved by the Ad Council Campaign Review Committee, consisting of chief executive officers from some of the nation's top advertising agencies. "They really liked the strategy," said Mastandra. "It's not often they approve anything on the first presentation."

Turning the script into reality proved more difficult than anticipated. "It's like mounting a small war," said Mary Hutchinson, the Ad Council representative. "The massive logistics of quickly moving a lot of people hundreds of miles."



A camera crew films Colorado National Guard helicopters arriving on a simulated rescue scene during the production of ESGR's new public service announcement.

Location scouts were sent to several states searching for the right location to shoot the rescue scene. "Finding a cabin accessible by road with just the right amount of snow, no more than two feet, and the owner willing to let us use it, was the biggest challenge to shooting the PSA," remembers Maj. Lora Tucker, NCESGR PSA action officer. "It was a Colorado Guardsman who found the cabin."

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AN OPEN LETTER FROM THE DIRECTOR

National committee continues strong support to invaluable ESGR volunteers

John Rosamond
NCESGR Executive Director

As with most organizations, civilian or military, the summer months are usually a time of change and personnel turnovers. As you may know, I have been asked by Sec. Deborah Lee, Assistant Secretary of Defense for Reserve Affairs, to assume responsibilities as the acting executive director of the National Committee for Employer Support of the Guard and Reserve until a permanent director is named.

Supporting Reservists in your states is important to the security of this country and our allies, America's employers, and the families of those Reservists.

As volunteers for ESGR, you are crucial to the success the Reserve components play in the Total Force equation. Your support of Reservists at state level is very important to the security of this country and our allies, America's employers and the families of Reservists.

The greatest two concerns for Reservists while being activated for federal duty are the welfare of their families and usually a viable return to their civilian employment. Through your volunteerism, you help Reserv-

ists keep their jobs by educating not only Reservists on their rights and responsibilities, but also by educating employers.

You are doing a tremendous job in reaching both employers and Reservists. Since January, we have sent more than 6,000 awards to employers who have given outstanding support to our Reservists.

I can assure you, regardless of personnel turbulence experienced during the summer months, the staff at the national committee in Washington, D.C., is always available to help you. I personally stand ready to assist you and have an open-door policy that not only ensures, but also encourages you to speak with me any time. I do, however, ask that if you have issues or concerns that need resolving, try and work through your state committees first.

Change is not limited to our national headquarters. Nine state committees will welcome new state chairs on 1 Oct. These new state chairs are scheduled for orientation training on 15-16 Sept. at the National Committee.

During the two-day training period, they will be given a series



John Rosamond

of briefings from the national committee staff, which will provide them with an overview of NCESGR. They will be briefed on the committee's status and shown where we've been and where we are headed in the future. The new

state chairs will also have an opportunity to meet members of the Office of the Assistant Secretary of Defense for Reserve Affairs staff and tour the Pentagon.

This orientation training is designed to introduce the new members of our ESGR leadership team to many of the key players they will be dealing with as state chairs and provide them the opportunity to see how the national committee and Reserve Affairs operate. It will also afford them the chance to raise any issues or concerns they have with the national staff.

Although these orientation sessions are specifically intended for our new state chairs, I invite any of you who may be in the Washington, D.C. area, to stop by and meet the national committee staff. You are always welcome. Remember, we are here to help.

The ESGRam is a Department of Defense publication that provides official and professional information to members of the 55 state, territorial and district Employer Support of the Guard and Reserve Committees on matters relating to the program and its interests. A further aim is to create better teamwork and understanding among Reserve component commanders concerning the goals and objectives of the ESGR effort. *The ESGRam* is published six times a year by the National Committee for Employer Support of the Guard and Reserve, 1555 Wilson Boulevard, Suite 200, Arlington, VA., 22209-2405. Telephones: (800) 336-4590/DSN 426-1400/Commercial (703) 696-1400. E-mail: hunter@osd.pentagon.mil. *The ESGRam* is mailed to selected DoD activities and all ESGR Committee members. Contributions of stories, photographs and news items are invited and should be sent to the editor. The Secretary of Defense has determined that publication of this periodical is necessary for transaction of public business required by authority of DoD Directive 5120.43.

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National Ombudsman: Cmdr. Jay Carroll, USNR
Director of Finance and Administration: Lt. Col. Joe McMullin, USA



Chalaire cleared for takeoff from NCESGR

Sgt. 1st Class Lisa Hunter
Editor

After 21 years of active military service and three years in the pilot's seat of the Ombudsman Directorate, Col. Jim Chalaire has retired from the Air Force Reserve. Chalaire, NCESGR's National Ombudsman, retired June 30.

Chalaire has been a stalwart member of the ESGR community. He played a significant role in the transition from the Veterans Reemployment Rights Act (VRR) to the Uniformed Services Employment and Reemployment Rights Act (USERRA) when the law was amended in 1994.

"It took four or five years to get the amendment passed. In '94, there was finally a realization in Congress that increased use (of the Reserve forces) was a reality and they had to more clearly define reemployment rights and responsibilities of employers and Reserve members," Chalaire explained.

The USERRA permitted NCESGR and Department of Labor (DOL) to assist federal employees.

"The Federal government is the largest employer [in the United States]," Chalaire explained. "One of every eight Reservists is employed by the federal government."

Department of Labor can only conduct formal investigations of labor conflicts. In many cases, the conflict could be resolved informally by an ESGR Ombudsman.

And if needed, ESGR Ombudsmen can refer the case to DOL for mediation. Under the VRR, NCESGR couldn't refer cases to the Veterans' Employment and Training Service (VETS).

"DOL/VETS gives us our charter. We compliment them. We do informal mediation; they spend their time doing formal investigations," he explained. During the transition from the VRR to USERRA, Chalaire and the rest of the National Ombudsman staff, Marine Reserve Maj. Mark Kelley and Army Reserve Staff Sgt. Kenia Bultman, helped DOL prepare training materials and fact sheets for DOL offices nationwide.

"Before USERRA, the supervisors had been neglected. We hadn't focused our training on them."

Chalaire, who is noted for his unflappable demeanor, was uniquely qualified for the NCESGR staff because of his years of service as a traditional reservist.

"I knew what balancing civilian and military duty was about because of my eight years as a drilling Reservist."

In 1968, Chalaire graduated from the University of Southwestern Louisiana with a bachelor of science degree and a U.S. Air Force commission. He received his pilot's wings in June 1969. He served three tours in Vietnam.

His first tour he flew EC-47s,

the military version of the DC 3, on intelligence gathering missions while assigned to the 360th Tactical Electronic Warfare Squadron, Tan Son Nhut Air Base, Republic of Vietnam.

"I fancied myself a jet pilot, but there I was flying through monsoons in airplanes that were older than the lieutenants flying them."

During a two-month short tour, Chalaire flew KC-135s on refueling missions over Laos. Chalaire volunteered for a second long tour in 1972. He was assigned to the 23rd Tactical Air Support Squadron, Nakom Phanom Air Base, Thailand. From there, he flew the OV-10 aircraft, as the forward air controller, directing air strikes over enemy targets. He flew the U.S. Air Force's last combat mission before the 1973 cease fire.

In 1977, he separated from the Air Force to become a civilian flight instructor and attend graduate school. Two years later, he joined the Air Force Reserve as an individual mobilization augmentee assigned to the Air Force Intelligence Agency.

During his 10-year break, he worked as a corporate jet pilot instructor, a graduate assistant and with his brother's oil field pipe business. He returned to active duty in 1987 after attending the six-month Armed Forces Staff College in Norfolk, Va.

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News Notes ♦ News Notes ♦ News Notes ♦ News Notes ♦ News Notes

Times on TDY vouchers — When completing TDY settlement vouchers, travelers are required to list the time they departed from their permanent duty stations and the time they returned only. Permanent duty station includes the home or local area for the traveler.

These times are required to compute entitlements for short distance trips and certain military pay and allowances.

The change was designed to simplify the vouchers.

Audie Murphy stories — The Audie Murphy Research Foundation is trying to locate veterans who served with Audie Murphy and are willing to contribute their recollections, information, photographs, etc., to this historic preservation and education effort.

For more information, contact the foundation at (888) 314-2673; or e-mail: audiemurphy@altair.net. Contributions may also be mailed to: AMRF
18008 Saratoga Way, Suite 516
Santa Clarita, CA 91351

Mobilization insurance — The Department of Defense has asked Congress to suspend the 1996 Ready Reserve Mobilization Income Insurance Program.

DoD asked for \$72 million to be used to make good on insurance payments included in both the House and Senate versions of the supplemental funding bill now pending in Congress.

DoD will survey Reservists to see if they would be interested in income insurance in the future.

NCESGR NEWS

State chairs' meeting sets sites on the future of ESGR

Lt. Col. Jeff Davis
NCESGR Public Affairs Officer

The path for the National Committee of Employer Support of the Guard and Reserve's future was mapped out when 47 state chairs met May 18-21 in Jacksonville, Fla.

The state chairs were there to develop state committee plans for fiscal year 98, and received briefings on the final ESGR strategic plan and the national committee's reorganization.

"NCESGR is moving in a new direction, and this is the next step in that journey," said Maj. Deborah Buonassi.

"NCESGR is moving in a new direction, and this is the next step in that journey. The state committees want more autonomy and we need to provide better support of their programs and operations." — Maj. Deborah Buonassisi

Cmdr. Jay Carroll, in laying the groundwork for the conference, articulated the direction for NCESGR's future. The headquarters reorganization was based on input from the December state chair focus group meeting, the ESGR strategic plan and a desire to create an organizational structure that would better support state committee programs, he said.

"We made these changes in the organization to provide better support and to better meet the needs of the state committees," Carroll said. "Support in such areas as training, community outreach and at mobilization sites is critical to our success."

Maj. Lora Tucker briefed the

state chairs on the final ESGR strategic plan. She explained why it was necessary for each state to develop their own annual plan.

Tucker listed various benchmarks or standards that were selected as measurements for use by each state committee in conducting self-assessments. These assessments are designed to help determine the success of their state programs. A group of former state chairs approved the benchmarks at a strategic planning meeting in February.

Jennifer Buck, Deputy Assistant Secretary of Defense for Resources at Reserve Affairs, talked to the group about NCESGR's operating budget for FY 98. She said NCESGR's budget will drop \$300,000 from \$2.6 million to \$2.3 million next year. Because of current resource limitations, the development of quantifiable measurements of effectiveness and success of ESGR programs were more critical than ever, Buck said.

State chairs were given their projected operating budgets for FY 98, based on a formula developed in January at an ESGR budget meeting with selected state chairs and national staff members. State operating budgets range from \$4,147 for the Virgin Islands to \$19,115 for California.

NCESGR staff also briefed the chairs on the proposed national training plans and programs for next year. The chairs made decisions on what programs were the most cost effective.

The state chairs decided that rather than have the national committee plan and conduct regional training meetings, the meetings would be planned and conducted by regional consensus. The national committee would fund these meetings and attend only as invited guests.

Donna Feiner, media division chief for the Ad Council in New York, also addressed the state chairs and previewed the new

public service announcement for ESGR. The Ad Council distributed the new PSA to thousands of media outlets across the country in June.

Feiner indicated that since ESGR and the Ad Council began their relationship in 1973, ESGR has received more than \$600 million in "pro bono" advertising. She also said that preliminary figures for 1996 show that ESGR advertising was valued at more than \$47 million, placing it in the top ten percent of all the Ad Council's campaigns.

Feiner challenged the state committees to aggressively market the ESGR PSA in their local markets. "With your support, this campaign will continue to be successful and have value to both employers and members of the Guard and Reserve," she said.

The Reserve Officers Association, the Enlisted Association of the National Guard of the United States and the Naval Enlisted Reserve Association were also represented at the Jacksonville meeting by their executive directors.

Maj. Gen. (retired) Roger Sandler, executive director of the Reserve Officers Association recommended that state committees coordinate with national and local chapters of military associations to cooperate in mutually beneficial programs, events and initiatives. Local military associations should be invited to join and participate as members of ESGR state committees, he said.

Other items discussed during the meeting included an automated state committee awards program initiative, the ESGR homepage, a new ESGR logo, a recently developed Top 10 List of Reasons to Hire a Member of the Reserves and new award certificates for the State Chair and Seven Seals Awards.

One state chair seemed to sum up the feelings of all those in attendance when he said, "This meeting was very well planned and executed. We accomplished more in this meeting than we have in the last five years."

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After coordinating the details with the Colorado National Guard in just three days, 40 members of Dark Light Pictures, a Los Angeles television production company converged on a motel on the outskirts of Leadville, Colo. "We arrived on Sunday and had to begin shooting by Thursday," said Tucker. "We kept our fingers crossed that all the snow wouldn't melt by then."

The original script called for National Guard Humvees to carry the soldiers to the rescue scene. But the Humvees were getting stuck in the snow. It was decided to use two Colorado National Guard helicopters to fly the soldiers to the cabin.

"That was the first time I've ever rewritten a commercial the day before the shoot," remembers Tom Pastor, senior copy director. "We had to change things quickly, but the Colorado Guard came through for us with the choppers, pilots and ground crew."

The director, Caleb Deschanel, who worked on such movies as "Apocalypse Now," "The Natural" and "The Right Stuff," was thrilled. "Helicopters add such a sense of intensity, drama and realism," he said. "In retrospect, I am glad the Hummers got stuck."

The producer, Paul Papanek, echoed the same enthusiasm. "When those HATS (High Altitude Training Site) guys arrived, I knew it was going to be exciting," he said. "Their enthusiasm, camaraderie and professionalism was amazing. Like the film industry, they didn't take 'no' for an answer."

The first day of filming began at 3 p.m. on April 3 and ended at 7 a.m. the following morning. The blowing snow and freezing temperatures didn't prevent the helicopter pilots from flying their "rescue" missions over and over again for just the right 'take.' "Never underestimate the 1969 Huey," said CWO John Ogburn of HATS who flew combat missions

in Vietnam. "It can do just about anything."

By the second and final day of filming, a camaraderie and mutual respect had developed between the director, producer and the members of HATS. "I now have even a greater respect for the military, particularly the Colorado National Guard," said Papanek. "These guys love what they do and it shows. I will miss them. I want to work on your next PSA."

Filming TV commercials is not glamorous, said Tucker. It's monotonous, painstaking and repetitive, she said. "The two-second scene where the soldiers come through the cabin door to rescue the freezing woman took two hours to shoot and thirty-two takes. In all, more than 20 hours of film was shot for a 30-second PSA."

After a week of editing, the final TV PSA's and corresponding radio and billboard PSA's were approved by Deborah R. Lee, Assistant Secretary of Defense for Reserve Affairs. The PSA's will be distributed this month by the Ad Council to more than 1,200 cable and network TV stations and their affiliates, and 7,000 radio networks and their affiliates. They will also go to more than 7,600 daily newspapers and more than 685 billboard companies nationwide. The radio and TV PSA's were also produced in



The camera crew works to free a HUMVEE that got stuck in more than three feet of snow. The script was then changed to use helicopters instead of the HUMVEEs to transport the soldiers to the cabin.

Spanish and distributed to Hispanic media outlets.

"This PSA campaign highlights the patriotism and commitment our employers have to our great nation," said Cheryl P. Bowen, former NCESGR executive director. "Time and time again they are called upon to sacrifice. They are America's heroes."

Writers note: The day after the PSA was finished, the HATS team was searching for a missing Air Force A-10. It was a member of their team who found the plane and pilot.



Director Caleb Deschanel, Dark Light Pictures, demonstrates how he wants the helicopters to maneuver during the rescue scene to CWO4 John Ogburn, Colorado National Guard.

ESGR COMMITTEE NEWS

Michigan Chair lands in Aviation Hall of Fame

WGI Consulting and Training News Release

Michigan ESGR Chair, Air Force Maj. Gen. Lucius Theus, retired, was honored by the Michigan Aviation Hall of Fame at its 1996 Enshrinement Ceremony last fall.

Theus was recognized for his long and illustrious Air Force administrative career, his unwavering attention to race and

human relations in the Armed Services, and his dedication to the nation's young people.

He was presented for enshrinement by Air Force Maj. Gen. John D. Hopper, Vice Director for Logistics, Joint Staff, the Pentagon. The ceremony was held at the Kalamazoo Aviation History Museum in Kalamazoo, Mich.

Upon accepting the coveted medallion from Hopper, Theus stated that he was highly honored and proud to be enshrined in the Michigan Aviation Hall of Fame and to be numbered among such an outstanding group of aviation pioneers as those previously enshrined.

According to the Hall's president, Herbert E. Swan, the Hall is "dedicated to honoring and preserving the history of outstanding air and space pioneers...It is these individuals we wish to recognize and honor by induction into the Michigan Aviation Hall of Fame. Those being honored represent the history and spirit of flight and include some who dreamed of its possibilities, some who made it a practical reality and

some who have shown the way to the limitless universe. Each and every one had a vision."

Theus is the president of the U.S. Association and Principal Director of WGI Consulting and Training (Wellness Group, Inc.). He was born in Madison County, Tenn., and spent his childhood in Robbins, Ill. His 36-year Air Force career was dedicated to upgrading military administrative, logistics and training operations, improving human and race relations in the Armed Forces and encouraging young people to pursue careers in aviation.

Theus began his military career as a private in the Army Air Corps during World War II. During that time, he was assigned to Keesler Field, Biloxi, Miss., where he trained several of the Tuskegee Airmen. He spent much of his military career developing and implementing administrative systems, such as direct deposits and better human relations, to improve the quality of life for airmen and soldiers.

Theus has chaired the Michigan ESGR committee since 1992.



Michigan Chair, retired Air Force Maj. Gen. Lucius Theus (left), places his picture among the other honored aviation pioneers in the Michigan Aviation Hall of Fame. He is assisted by Air Force Maj. Gen. John D. Hopper, vice director for logistics for the Joint Chiefs of Staff.

♦ Committee Briefs ♦ Committee Briefs ♦ Committee Briefs ♦

Microsoft hires reservists — As the result of an ESGR Certificate of Appreciation, Microsoft Corporation is stepping up their recruitment of National Guard and Reserve members.

Sgt. 1st Class Michael Leo, a military intelligence linguist, and member of the Washington ESGR Committee presented Leo's civilian boss, Microsoft Windows Division supervisor George Allen, with the certificate March 28. As a result of the ceremony, Microsoft hired two more National Guard members with special language capabilities. Microsoft is still searching

for reservists who have language skills in German, Japanese, Chinese, Korean, Taiwanese and East European languages.

Michigan Pro Patria — The Michigan ESGR Committee recognized General Motors' employer support with the Pro Patria award. The company was recognized for exhibiting a strong commitment to our [armed] services, both currently and historically, through very generous personnel policies.

Iowa Eagle award — An Iowa National Guard pilot was recognized for "exemplary profession-

alism and selfless service to Nation and State" by the Iowa ESGR Committee.

Col. Ron Dardis, the vice commander of the 185th Fighter Wing, was flying a training mission in his F-16 fighter when an engine exploded. Since he was over a populated area, Dardis chose not to jettison the fuel. He then piloted the plane over an unpopulated area and stayed with the craft until the last moment before ejecting, to ensure that the crashing plane would not cause injury or property damage on the ground.

Dardis received the Iowa Eagle Award for his acts of heroism.

Louisiana Chair recognized as 'Veteran Advocate'

Mr. Lou Gavin
Louisiana ESGR Public Affairs
Representative

Louisiana ESGR State Chair Brian Jakes received the "Louisiana Small Business Veteran Advocate of the Year" award at a reception held at the Governor's Mansion in Baton Rouge.

Each year, the U.S. Small Business Administration presents special advocacy awards to small businesses.

Nominated by the The Chamber of Commerce/New Orleans and the River Region, this prestigious award was made in recognition of Jakes' leadership in forging a strong relationship between the active military force, National Guard and Reserve and the business community throughout Louisiana. His efforts have made more job opportunities available to veterans.

"His leadership qualities in this state have been recognized

by the Department of Defense in three key areas: One, his ability to have Belle Chase Naval Air Station Joint Reserve Base placed on the national site list for visiting Bosslifts; two, the development of a database in this state — the only one in the nation — that details who employs our reservists; and three national recognition for his committee's program that links employers with key reserve issues," his nomination stated.

The nomination continued, "Additionally, Mr. Jakes has been the catalyst in bringing together key military and business-related organizations in this state to address key veteran issues that impact their entrepreneurial interests."



Louisiana ESGR Chair Brian Jakes (center) accepts the "Louisiana Small Business Veteran Advocate of the Year" award from Abby Carter, District Director, U.S. Small Business Administration. At left is the Secretary of the Louisiana Department of Economic Development, Kevin P. Reilly.

Jakes, a Mandeville businessman and resident, is the CEO of the Southeast Louisiana Area Health Education Center in Hammond, La. He has served as the Louisiana ESGR Chair since October 1995.

Maryland awards Pro Patria to CSX Transportation

Deborah Lee, assistant secretary of defense for reserve affairs, announced recently the awarding of the Pro Patria award to CSX Transportation for its support of its employees who also serve their country in the National Guard or Reserves.

Specifically, CSX was recognized for its support of Maj. Robert Lee Gould, commander of the Maryland Army National Guard's 29th Mobile Public Affairs Detachment, based in Baltimore. Gould, director of media relations and public affairs for CSX corporation's railroad subsidiary, CSX Transportation Inc., was ordered to nine-months of active duty in support of Operation Joint Endeavor and the Bosnian peace enforcement mission. Based in Tuzla, Bosnia-Herzegovina, Gould and his unit of military journalists and public affairs specialists, spent more than

seven months in the war-ravaged former Yugoslavia supporting the NATO-led mission.

In accepting the award, Stephen C. Thienel, regional vice president for CSX, said, "We have always been a strong supporter of the National Guard and Reserve. While losing one of our employees for several months is tough for any company, it pales in comparison to the hardship faced by the employee and his or her family. Whether its Desert Storm and the Persian Gulf, or Joint Endeavor and the Bosnia, CSX is proud to be there for its employees and their families."

"I can't even begin to place a value on the tremendous support my wife, daughter and I received from CSX," said Gould. "Knowing that my family is well-cared for by my civilian employer was a tremendous comfort. As a result, I was better able to focus on the mission and the safety of the troops under my command."



photos courtesy of Morgan Signs

Board of support

Morgan Signs of Altoona, Penn., displays their support by donating billboard space for ESGR Public Service Announcements. In April, the company hosted 10 eight-sheet billboards and three 30-sheet billboards pro bono. The advertising is valued at \$2,125.

Former National Chair dies at age 75

John G. McElwee, a former ESGR National Chair, died April 7 at age 75.

McElwee, a resident of Weston, Mass., served as the National Chair from September 1987 to December 1990. He was a former fighter pilot aboard the aircraft carrier USS John Hancock. He also piloted John Hancock Mutual Life Insurance Co. during its diversification in the early 1980s. He joined John Hancock as a trainee in 1945 after serving in the Navy during World War II. He

served in the Navy Reserve from 1946 to 1963.

His motto, framed in his office, was "Behold the turtle: He only makes progress when he sticks his head out." His office was decorated with turtles he'd received as gifts over the years.

McElwee was born in Scotland and came to the United States with his parents when he was 4. He is survived by his wife, Barbara (Sullivan), two sons, two daughters and six grandchildren.

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"They caught me on the right day. It was a hot day in August, I was sitting out on the porch drinking a beer. They called and asked if I wanted to attend the Armed Forces Staff College in Norfolk, Va. I had never even been to Norfolk before."

While at school, a classmate asked if Chalaire would like to take a statutory tour.

Chalaire joined NCESGR as the National Ombudsman in 1994. During his three years with NCESGR, Chalaire became known as a knowledgeable, resourceful and calming force who built a strong partnership with DOL, assisted in training hundreds of ESGR ombudsmen and

mediated conflicts for thousands of Reservists and employers.

"[When I'm talking to employers,] I don't sugar coat it. I do owe them an explanation of the environment we're in. I explain to them that nobody serving in the military today has seen something like this," he said. "The United States is returning to the tradition of greater reliance on citizen soldiers. Since the beginning of 1990 — the [Berlin] Wall came down in '89 — there has been a move to reduce the active force. They are no longer needed to oppose the Warsaw Pact. We are returning to the pre-Cold War National Defense policy that is going to require greater reliance on the [National] Guard and Reserve.

"The Reserves have been more fully integrated into the total force. They have increased responsibilities and are being used a lot more. The average person spends a lot more time on active duty each year, which means a greater burden on employers," he said.

During his tour at NCESGR, Chalaire has seen a lot of changes, as well. He noted with chagrin that the number of NCESGR staff members has decreased during his tenure, but he also has watched NCESGR's programs continue to grow.

"The expansion of our programs has been great. Mission One has probably prevented a lot of problems. Ombudsman is sort of a barometer. If history is an indicator — Desert Storm and Haiti — we should have seen a larger spike (in the number of Ombudsman calls during Operation Joint Endeavor and Joint Guard), but we didn't; I think due to the energy and motivation of the state committees, specifically at mobilization sites."

He also attributes the success of ESGR programs to the American employers.

"We are the envy of the other ESGR committees in other countries. They'd have a rebellion in Canada if they put this burden on their employers. And they only have 35,000 Reservists.

"These employers are top notch citizens. They say 'Okay, Colonel, what's my responsibility here.' We currently enjoy overwhelming support from employers. We have more than 900,000 selective Reservists and the majority of them have employers. We dare not take that for granted. If we ever lost it, we'd pay Hell in getting it back."

During his career, Chalaire logged more than 2,700 flight hours and flew 328 combat missions. He is the recipient of the Distinguished Flying Cross with one oak leaf cluster and the Defense Superior Service Medal.

Chalaire is remembered for his service to all of NCESGR.

"His influence has not been limited to just the Ombudsman Directorate, noted Kelley. "He has served as the Public Affairs Director and frequently as the Staff Director. His wisdom and counsel have been acknowledged and appreciated by everyone he has come in contact with, both with the Department of Defense and throughout the civilian community. NCESGR will miss him both professionally and personally. It is better for having known him."

Upon his retirement, Chalaire plans to spend time with his family in Louisiana and Texas.

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STRENGTH_{IN}
SPARTNERSHIP

NCESGR on line

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